



## BENEFIT INFORMATION GENERAL EMPLOYEES

Applies to Employees Hired After October 1, 2009

*In this leaflet, we are providing general information, which will be helpful to you in evaluating the City of Sunrise. If you have questions concerning a specific item, or interpretation, please feel free to contact the Personnel Department at (954) 838-4522.*

### **HISTORY**

The City of Sunrise is located in western Broward County and is home to the state's second largest tourist attraction, Sawgrass Mills Mall, which draws over 25 million visitors a year. Sawgrass Mills offers approximately 2.7 million square feet of shopping, dining and entertainment. Also making its home in Sunrise is the 20,000+-seat BankAtlantic Center, home of the NHL's Florida Panthers.

Sunrise has a diverse population of 90,081± and offers its residents a variety of attractive, well-maintained neighborhoods - from private, gated golf course communities to quality rental properties. The City is currently experiencing growth in office and commercial development. Many major corporations have relocated to the City over the past decade.

Incorporated in 1961, the City of Sunrise has grown from a small suburban community known as Sunrise Golf Village, to Florida's 19<sup>th</sup> largest city out of 400+ municipalities.

Through the Utilities Department, the City provides water and sewer services to approximately 200,000 people. The Utilities/Gas Division serves people over a 30-square-mile area. The Community Development Department, performs important permitting and enforcement activities, as well as oversees the City's current construction projects and future development. The Public Works Department maintains roadways, stormwater drainage systems, streetlights and rights-of-way. In addition, the Police and Fire-Rescue departments provide for the safety and well being of our City, while the Finance, Central Services, Management Information Services and Personnel departments carry out administrative duties. In all, approximately 1,200 employees work to make Sunrise one of the best cities in Florida.

The City also provides a variety of recreational facilities, including swimming pools, a tennis club, a golf club, a performing arts center, an athletic club and acres of beautifully landscaped parkland. Special trips, activities and athletic leagues are organized for children, adults and seniors through the Department of Leisure Services.

### **HOLIDAYS**

All full-time regular employees receive fourteen paid holidays per year, including: New Year's Day, Martin Luther King Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. Other holidays are an employee's birthday and four Floating Holidays, which may be observed on any regularly scheduled workday, and must be used during the fiscal year. Employees must have at least 26 weeks of city service to be eligible for Floating Holidays.

### **VACATIONS**

The City provides full-time employees with twelve (12) days of Annual Leave each year. To recognize length of service, employees begin earning an additional week of Annual Leave after completion of five years of service (making 17 days of Annual Leave); they begin earning another week after completing 10 years (making 22 days of Annual Leave); and begin earning another week after completing 17 years of service (making 27 days of Annual Leave). Employees are eligible to use their Annual Leave after completing their probationary period.

### **GROUP HEALTH & LIFE INSURANCE**

The City offers excellent group medical coverage. The City pays 100% of the premium for full-time employees and 66-2/3% for dependent coverage. Life insurance is paid by the City for \$30,000 in coverage and \$10,000 for Accidental Death/Dismemberment insurance coverage per employee. In addition, there is a retiree health insurance subsidy of \$350 monthly for life.

## **SICK LEAVE**

All full-time City employees accrue Sick Leave at the rate of one eight (8) hour day for each month of employment with the City, beginning on the first month of employment. As an incentive for non-use of Sick Leave, the City offers up to six (6) days of Sick Leave conversion to Annual Leave; and a bonus of up to three additional days of Annual Leave.

## **OPTIONAL INSURANCE**

The City offers full-time employees the option of obtaining Dental Insurance, additional Life Insurance, Catastrophic Health and Intensive Care Insurance for premiums at group rates.

## **PENSION PLAN**

The City provides defined benefit pension plans for all full-time employees. General Employees currently contribute 8% of their salaries into the general employee plan. Employees become vested after six years of full time employment. The normal retirement age is 62 years or older with six years of creditable service. Early retirement is 57 years of age with six years of creditable service. Employees reaching normal retirement age are entitled to a normal retirement benefit of 2.5% of average final compensation for each year of creditable service, up to a maximum benefit of eighty percent of average final compensation.

## **DEFERRED RETIREMENT OPTION PLAN (DROP)**

The City offers a deferred retirement option plan (DROP) for up to seventy-two (72) months for eligible employees.

## **DEFERRED COMPENSATION**

The City offers employees deferred compensation plans, which are IRS-approved methods for deferring income taxes on earnings until retirement. These plans are for public employees only and deferred money is invested by the ICMA Retirement Corporation into investment funds that employees choose. There is a wide range of investment options offered, and your investment choices can be changed at any time.

## **BEREAVEMENT LEAVE**

Any employee who suffers the death of an immediate family member shall be granted bereavement leave of three working days for in-state funerals and five working days for out-of-state funerals.

## **TUITION REIMBURSEMENT**

For employees with at least one (1) year of service, the City offers tuition reimbursement for an educational program in a field related to their position. For a grade of A or B in the course, the employee receives 100% reimbursement. For a grade of C, the employee receives 50% reimbursement. There is a \$250 book/lab reimbursement per semester. Requests are reviewed by the Tuition Refund Committee prior to approval.

## **CREDIT UNION**

All employees of the City may join the Credit Union, which offers all normal banking services. Liberal dividends are paid on employee savings, low interest rates are available on personal loans, and the credit union offers free checking with certain minimum balances. Direct deposit is available and both savings and loan repayments can be handled through payroll deduction.

## **DISCOUNTS**

The City also offers various discounts to its employees on major tourist attractions through the state, hotels, car rentals, etc.

*This handout contains a general summary of benefits that are available to City of Sunrise general employees. Benefits may vary according to the particular job, and benefits may be increased, modified or decreased, without further notice.*

*Revised 10/01/09*